Trendlines

November/December 2010

Perspectives on Utah's Economy

Manufacturing Takes a Heavy Hit

Still Looking: The Lengthening of Unemployment Duration

Utah in the Great Recession

Utah's New Occupational Projections—2008-2018

Department of Workforce Services

Trendlines

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The Workforce Research and Analysis Division generates accurate, timely, and understandable data and analyses to provide knowledge of ever-changing workforce environments that support sound planning and decision-making.

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A Review of the Recent Economic Downturn

contents

The End to Net Job Losses

No more net job losses. That is where I see the Utah economy here at late summer 2010. This coincides with the U.S. Bureau of Labor Statistics (BLS) estimates for Utah, which already place year-over job growth above 1 percent by late summer. I feel that is a bit optimistic, yet I also feel the message of an improving economy holds just the same.

I am comfortable with believing the BLS survey is overly optimistic, for two reasons. One, my lower estimate is built upon more comprehensive BLS data that comes in several months after BLS' initial survey. My estimate is anchored off of, and extrapolated from, that more comprehensive data (called the Quarterly Census of Employment and Wages; QCEW). Second, that very QCEW data, when it became available, has shown that the monthly survey job estimates over the past two years have been too optimistic. (That might be a confusing use of language, as the survey did project large job losses for Utah for the past two years. But the losses turned out to be even deeper than the survey was suggesting.)

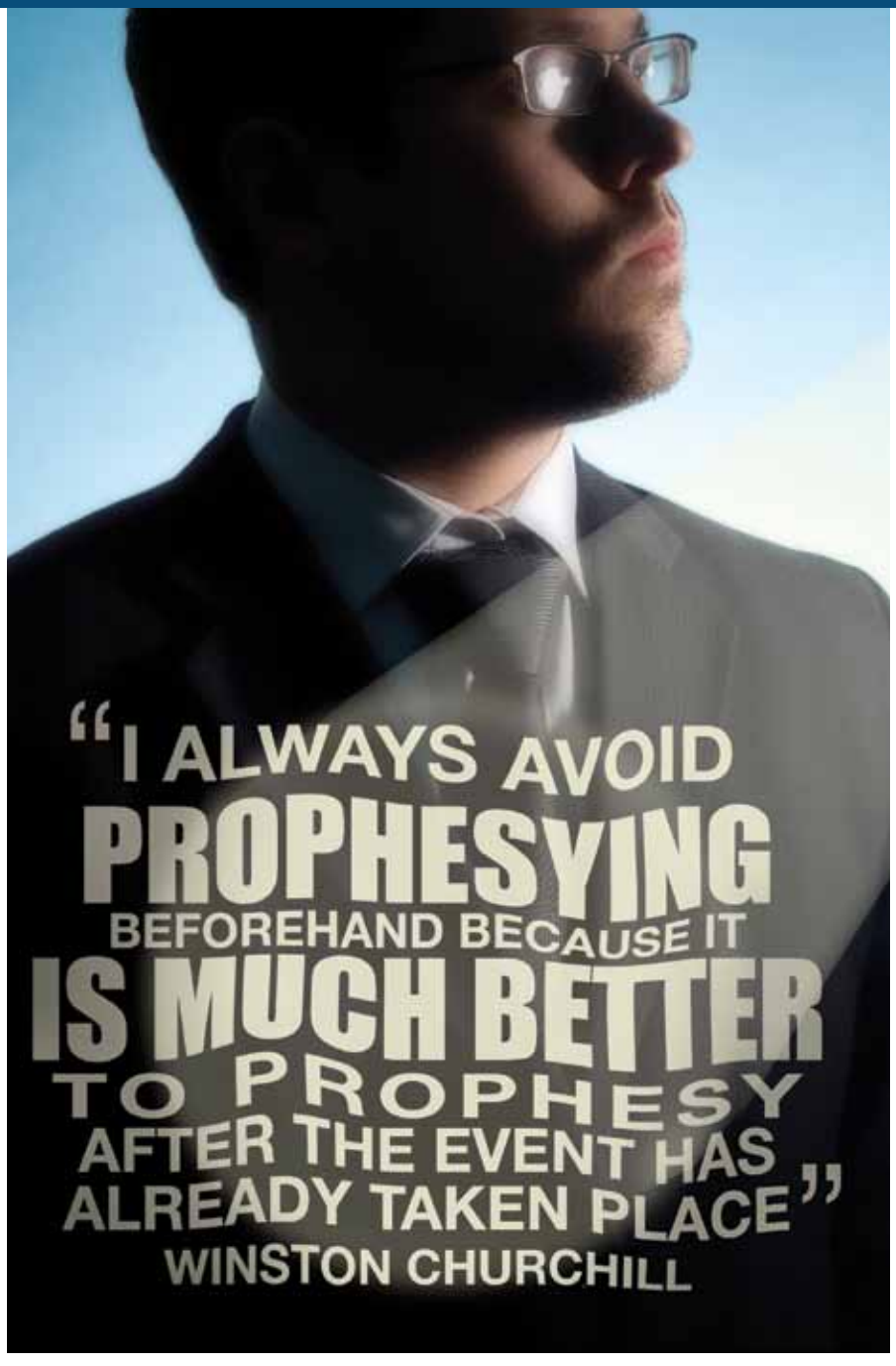
What do I expect going forward? I believe the federal stimulus did have a positive impact upon the economy in late 2009 into early 2010. Its impact waned over the summer, and the economy seemed to go into a pause. Could the economy stand without that original stimulus help? I believe that is what the markets were trying to determine throughout the wavering summer months. I now believe that the answer is a just-barely yes. Therefore, the economy should begin to slowly grow as we move into and through 2011. Yet it may only be baby steps in terms of adding jobs to the Utah economy. The painful impact from the recent recession is not easily removed, and is anticipated to continue negatively influencing the economy for several more years.

What should we expect from the economy going forward?

The federal stimulus had a positive impact that waned over the summer. The economy should begin to slowly grow moving into 2011.

Utah's

New Occupational Projections—2008-2018



One of the most difficult parts of my job is making occupational projections. After all, I don't really know the future and projecting economic outcomes is as much art as science. However, having said that, I'm aided by lots of current data, long-term trends, a time-honored methodology, and the chance to renew my projections every two years. We're currently releasing the most recent occupational projections.

A few things to remember:

- Demand but no supply. Projection numbers represent only the "demand" side of the demand/supply equation. An occupation may produce lots of openings but still have even more workers willing to work in that particular career.

- Growth and replacements. Openings come from two sources—growth and the need to replace workers who have left the occupation for any reason (retirement, changing careers, leaving the labor force, promotion, etc.)

- Large occupations—large number of openings. Large occupations typically have large numbers of projected openings. In Utah the occupations with the highest employment levels are retail sales workers, customer service representatives, cashiers, and fast food workers.

- Growth rates versus number of openings. A fast-growing occupation may not necessarily have many openings. For example, an occupation that showed employment of 10 in 2008 and projected employment of 20 in 2018 would display a 10-year growth rate of 100 percent. However, it would have created only 10 additional jobs. It's important to look at both growth rates and the number of openings.

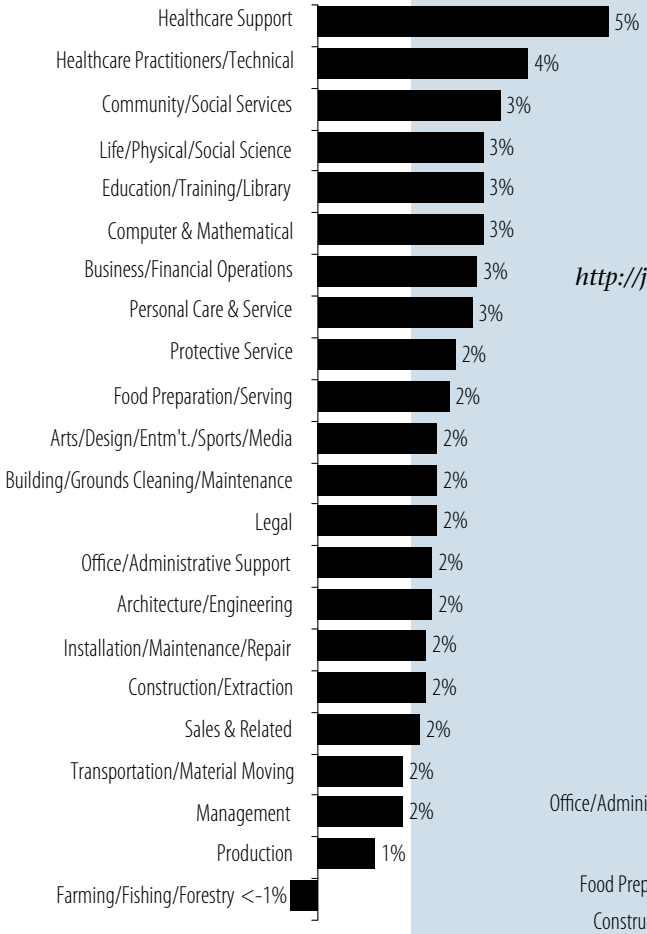
- Wages are important, too. An occupation could have absolutely tons of openings, but pay a relatively low wage. That might make it a poor career choice. Check out the star ratings for individual occupations on our website for a measure that combines employment outlook and wage information.

A picture (graph to an economist) is worth a thousand words. So, take time to look at the graphs included with this article and then wend your way to our website. Until then, here are some of the points I think are important to understand about the current set of occupational projections:

- Current projections indicate that on average each year between 2008 and 2018, Utah will grow about 2 percent

Utah Major Occupational Groups Annual Average

GROWTH 2008-2018



For more information:

http://jobs.utah.gov/jsp/wi/utalmis/gotoOccinfo.do

Utah Major Occupational Groups Annual Average

OPENINGS 2008-2018

Source: Utah Department of Workforce Services.

and generate 64,000 openings. That's noticeably lower than past projections and indicative of an economy recovering from recession in the early years.

- Growth and replacement openings should account for roughly equal shares of total employment opportunities.
- Recession-resistant healthcare-related occupations are among the fastest growing careers—and provide numerous occupational openings. However, not all healthcare occupations pay high wages.
- Individual occupations in computer-related fields continue to provide good employment opportunities.
- Education pays. Statistically, occupations requiring high levels of education and analytical/science skills pay the best wages.
- Even though many occupations (such as construction careers) are currently in economic distress, most will see renewed growth as the economy recovers and expands during the next decade.
- Only one major occupational group—farming, fishing, and forestry—is expected to contract. However, even declining occupations will need replacement workers.

Furniture, transportation equipment, wood products, and nonmetallic mineral products are the hardest hit.

MANUFACTURING TAKES A Heavy Hit

The recession has taken a toll on Utah's manufacturing sector. Through the 2007 to 2009 period this very important sector has lost 14,800 jobs, a drop of 11.8 percent. In 2007, Utah counted 127,650 manufacturing workers. That fell in the two-year period to 112,640. The only other sector suffering more is construction.

So which of the 22 sub-industries in manufacturing have felt the biggest squeeze? Manufacturing is divided into two large groups: durable goods manufacturing (goods that last more than three years); and nondurable goods manufacturing (goods that don't last three years). Which of these two groups do you think have taken the hardest hit in the recession?

It was the durable goods sector that accounted for 94 percent of the 14,810 jobs cut. Nearly all the pain in manufacturing was in durable goods. Why? For one thing, durable goods comprise 87,000 of the total 127,650 jobs in manufacturing. So you would expect the larger share of the losses to fall in durable goods. The other reason, and to some extent a more subtle one, is that the makeup of nondurable goods has to do with producing things we consume or use every day, like food, gasoline, and chemicals. These goods are what economists call more "inelastic," in that they are more like necessities than durable goods, such as steel, building materials, and other goods that are not currently in demand because of the recession.

Of the 22 sub-industries in manufacturing the five that lost (and are still losing) the most jobs are all in durable goods (see graph). These manufacturers include furniture, transportation equipment, wood products, miscellaneous, and nonmetallic mineral products (stone, clay, glass, cement, etc.). Just these five contributed 12,700 of the total 14,800 total losses in manufacturing.

Counties that are Feeling the Pain

If the state as a whole took a nearly 12-percent hit in manufacturing, by far the largest share of the loss was in Box Elder County where 1,430, or 17.8 percent of all manufacturing jobs were lost between 2007 and 2009. In terms of actual numbers of jobs lost in the sector, Salt Lake County dropped over 5,400 jobs in manufacturing. Six of the 29 counties in the state claimed 87 percent of all manufacturing jobs lost since the start of the recession. Nationally, manufacturing lost 14.4 percent of all its employment—nearly two million fewer persons on payrolls.

Hopefully the economy, and particularly manufacturing, is heading for some degree of recovery. Manufacturing is still sliding but the slide is slowing. Consumer perception of better times ahead may increase spending and that may well create enough demand to increase economic and manufacturing activity.

TOTAL MANUFACTURING JOB LOSSES WERE 14,800. LOSS OF WAGES AMOUNTED TO $250 MILLION IN THE TWO-YEAR PERIOD.

RECESSION JOB LOSSES IN MANUFACTURING INDUSTRIES 2007-2009

RECESSION JOB LOSSES IN MANUFACTURING IN UTAH COUNTIES 2007-2009

Source: Utah Department of Workforce Services.

Economic Recovery in 2010 Disappoints

Even with economic growth, the labor market can lag before showing improvement.

The labor market continues to feel the dismal effects of the Great Recession of 2008 and 2009 as 2010 comes to a close. 2010 was to be the start of economic recovery. While there has been economic growth (as measured by gross national product), since the third quarter of 2009, economic expansion was not sufficiently robust to substantially improve labor market conditions.

In December 2009, the U.S. labor market completed its second year of widespread job losses. Employment peaked with 138 million payroll jobs in December 2007. More than 8.3 million jobs were shed through December 2009, a reduction of 6.1 percent. Sluggish payroll job growth in 2010 should restore about 1.2 million of the lost jobs.

In the current, extraordinarily difficult, labor market, about 14.9 million people are unemployed. The unemployment rate has been about 9.6 percent, not much below the high for this recession of 10.1 percent reached in October 2009.

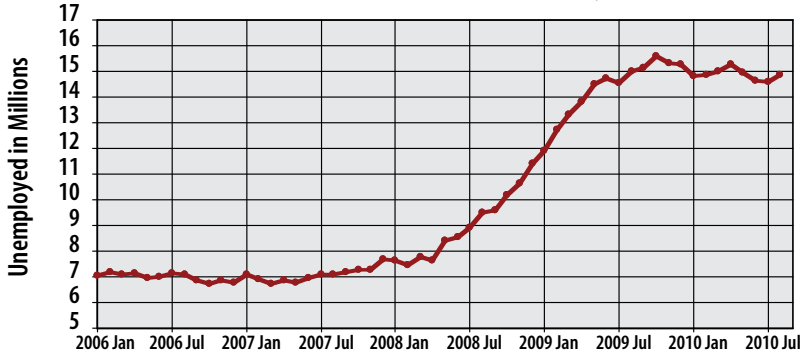
The duration of unemployment set new records during 2010. The average weeks of unemployment rose to an all-time high of 35.2 in June 2010, with the previous high being 21.2 weeks in July 1984. There were 6.8 million workers who have been unemployed for half a year or more during the summer months of 2010. This is a record 4.4 percent of the labor force.

The labor force, as defined by the U.S. Bureau of Labor Statistics (BLS), consists of all civilians 16 years of age and older who have a job (full or part-time) plus the unemployed—who must be actively looking for work during the previous four weeks. During 2007 and 2008, about 66 percent of persons 16 and above were in the labor force. This labor force participation rate has been trending down since the 4th quarter 2008, dropping to 64.7 percent in the summer 2010; the lowest level since August 1985.

Even with economic growth, the labor market can experience a considerable lag before its indicators show improvement. In order for the job market to improve noticeably, increasing hours and new hiring must grow at a sufficiently rapid pace to remove the substantial slack in the labor force. Labor demand must intensify enough to increase the hours of part-time workers who desire full-time work, to absorb the natural growth of workers due to normal population increase, to account for reentrants who will join the labor force as job opportunities become more prevalent, and to hire millions of the unemployed.

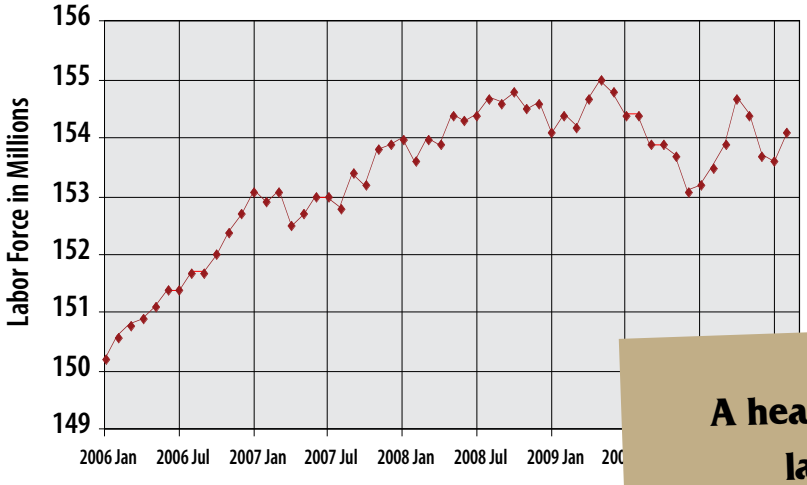
It will likely take two to three years of strong economic expansion to achieve the healthy and vibrant labor market desired. Going forward into 2011, if economic expansion continues to be anemic, the labor market stresses and high unemployment will be all too prevalent.

Unemployed in the United States
2006 - 2010 (seasonally adjusted)



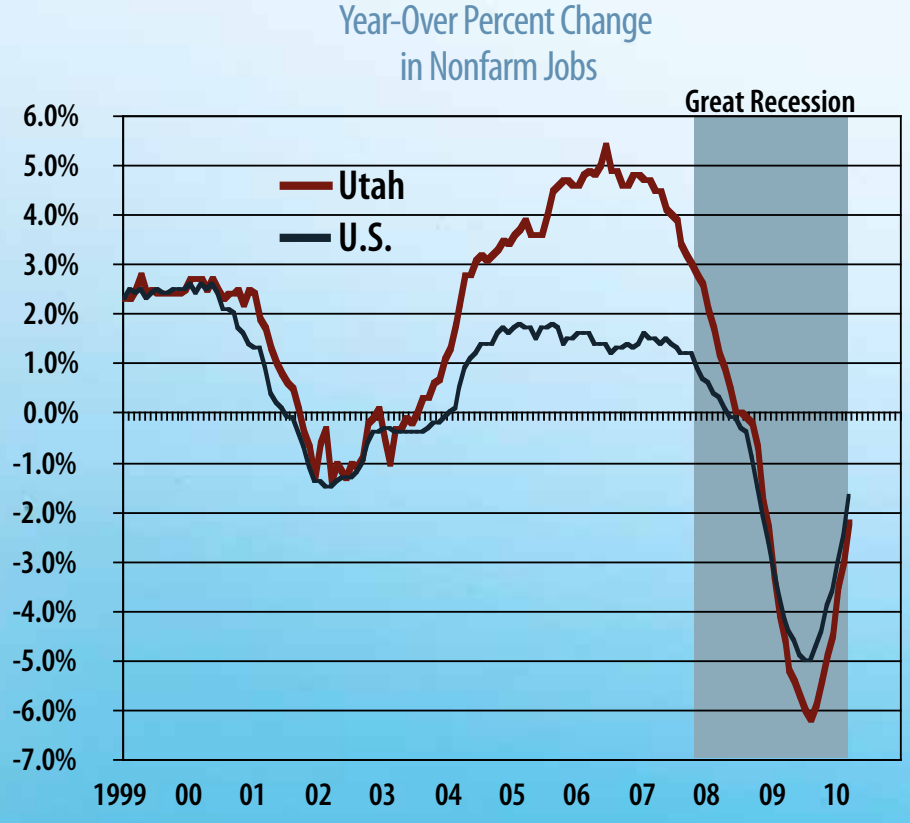
Source: U.S. Bureau of Labor Statistics.

U.S. Civilian Labor Force
2006 - 2010 (seasonally adjusted)



Source: U.S. Bureau of Labor Statistics.

Utah in the Great Recession



Source: U.S. Bureau of Labor Statistics; Utah Dept. of Workforce Services

The recent economic unpleasantness is being labeled the Great Recession. Is it over? That is still being debated, but at least it does appear that the first phase of this recession has ended—a phase characterized with the contraction of the economy—job losses. It looks as if we are now in the next phase of the Great Recession, which amounts to a prolonged stabilization period—an easing of the detrimental job losses, but also no sizeable job rebound.

Since we are assuming the first phase is over, let's review it. The recession has been given an official start date of December 2007. If one is basing the first phase on employment losses, then it looked like that phase ended in February 2010. Across that roughly two-year period, the Utah economy shed around

Just as waves crest and fall, Utah's economy will no doubt rise again.

84,000 jobs. That translates into an employment loss right around 6.6 percent. That is quite significant.

Across that period, Utah's seasonally-adjusted unemployment rate has risen from 3.1 percent to 7.2 percent—a more than two-fold increase. Only in the early 1980s was the rate higher, and that was driven as much by a unique demographic surge of young baby boomers into the labor market as by a recession matching this one.

The Utah unemployment rate is roughly two percentage points below the national unemployment rate, prompting comments that Utah has fared better in this economic downturn than the rest of the nation. That is not how I would characterize Utah's economic performance.

Across the referenced time period, the national employment picture contracted by 6.0 percent. So compare Utah's 6.6 percent employment contraction against that, and one can conclude that the Utah economy has actually performed worse than the national average in this Great Recession. This makes sense considering that the areas with housing bubbles were the ones hit the hardest, and Utah experienced an above-average housing bubble. So why do people say Utah fared better? Because of the 7.2 percent unemployment rate compared against the national 9.7 percent.

I do not use the unemployment rate as my primary statistic for measuring the health or performance of the economy. Yes, it is revealing and does track the economy's performance (by rising as the job losses mounted), but the unemployment rate can exclude too many people from its measurement. Counting lost jobs, on the other hand, does not exclude many workers. One can lose their job and be counted as a job loss, yet not go look for another job and therefore not be counted as unemployed (discouraged workers). Therefore, looking at the unemployment rate as the primary variable to gauge economic performance is too imprecise a variable to be given prominence in measuring the recession's impact.

So how did Utah fare against the U.S. performance? Compare. Utah's unemployment rate at its height in this recession: 7.2 percent. The United States' rate was 9.7 percent; Utah's job losses at -6.6 percent; the United States losses at 6.0 percent. In my mind, the fundamental and more comprehensive variable is job loss, and at -6.6 percent, Utah came up short against the national average.

STILL LOOKING: The Lengthening of Unemployment Duration

The impact of a recession on the labor force can be measured in many different ways. The measures most frequently mentioned in the media are the unemployment rate, the percent of job losses, and the number of jobs lost. Another gauge of the economy's performance that receives somewhat less attention is unemployment duration. This measure can give us insights into the functioning of the labor market and the difficulties faced by the unemployed.

As a measure of labor market performance, unemployment duration is closely related to employment turnover. In good times and bad, people leave their jobs for a variety of reasons, spend a period time unemployed, and eventually reenter the ranks of the employed. When the labor market is functioning smoothly, the time between leaving a job and finding a new one is relatively short; during recessions, the time increases significantly. In the latter case, the labor market is not performing its task of rapidly reallocating workers to positions of new employment.

Unemployment duration also adds another dimension to our characterization of the unemployed. When the average length of unemployment duration increases, a larger share of the unemployed population experiences an increasingly dire predicament. During lengthy periods of unemployment, unemployed workers are forced to deplete their savings, they cannot pay their mortgages, and they often develop stress-related health problems. In this sense, unemployment duration gives us a better understanding of the potential difficulties faced by the unemployed.

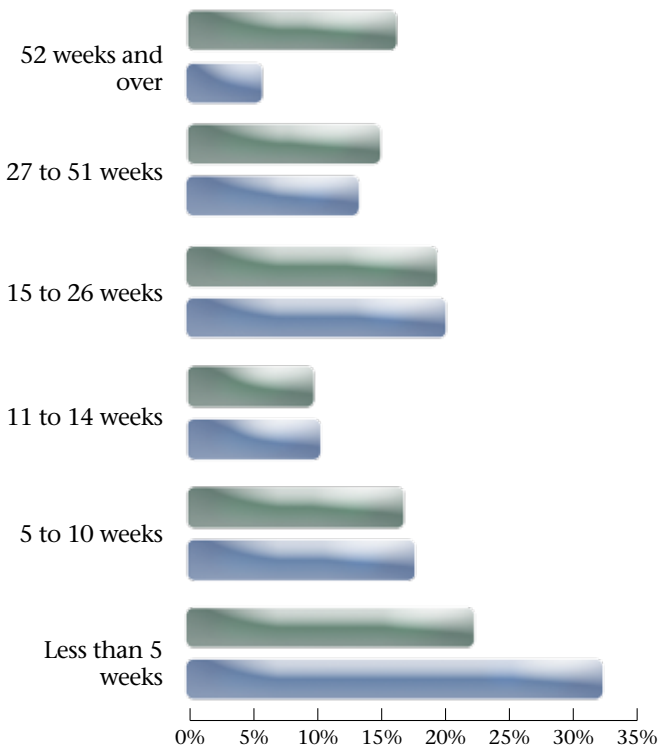
COMPARING UTAH WITH THE U.S.

The distribution of unemployed individuals by the length of their spell of unemployment during 2009 is shown in Figure 1. As the figure reveals, the unemployed in Utah spent less time job-seeking, on average, than the unemployed in the U.S. Approximately 50 percent of Utah's job seekers were unemployed for 11 weeks or more, while 61 percent of the unemployed in the U.S. were seeking employment for 11 or more weeks. Utah's overall average duration was approximately one-third lower than nationwide: 16.2 weeks versus 24.4 weeks.

UNEMPLOYMENT DURATION THROUGH THE RECESSION

Even though Utah's unemployed are jobless for a relatively shorter time, on average, than the nation's unemployed, the recession significantly lengthened average unemployment duration in

Figure 1.
The Distribution of
Unemployment Duration
2009



Source: Current Population Survey, U.S. Census Bureau and the Bureau of Labor Statistics.

Utah's overall average duration was approximately one-third lower than nationwide.

The construction and manufacturing industries suffered the most job losses in the current recession.

the state. Figure 2 compares unemployment duration in 2007, the last year before the onset of the recession, with 2009, the middle of the recession. Only 25 percent of all job seekers were unemployed for 11 weeks or more in 2007. By 2009, 50 percent were unemployed for 11 or more weeks. During this period, the recession lengthened the average unemployment duration in Utah from 11.3 weeks to 16.2 weeks.

DOES UNEMPLOYMENT DURATION DIFFER BY GENDER?

At the national level, there is little difference between unemployment duration among men and women. The average unemployment duration for men in the U.S. during 2009 was 24.6 weeks as compared to 24.1 weeks for women. However, there is a considerable difference within Utah. Men in Utah were unemployed for an average of 17 weeks while women in Utah were unemployed for 14.7 weeks. As shown in Figure 3, 54.4 percent of men were unemployed for 11 weeks or more as compared to 41.8 percent of women.

Why does unemployment duration differ between men and women in Utah? It seems that the answer has to do with which industries were hardest hit by the recession. The construction and manufacturing industries suffered the most job losses in the current recession, accounting for 43 percent of all job losses in Utah from 2007 to 2009. Male workers make up 81 percent of construction employment and 70 percent of manufacturing employment. In contrast, the two industries that showed the largest employment gains from 2007 to 2009 were education and healthcare. Female workers make up 72 percent of employment in healthcare and 64 percent of employment in education. These percentages are indicative of a historical tendency for men and women to gravitate toward different occupations, leading to some industries being dominated by one gender or

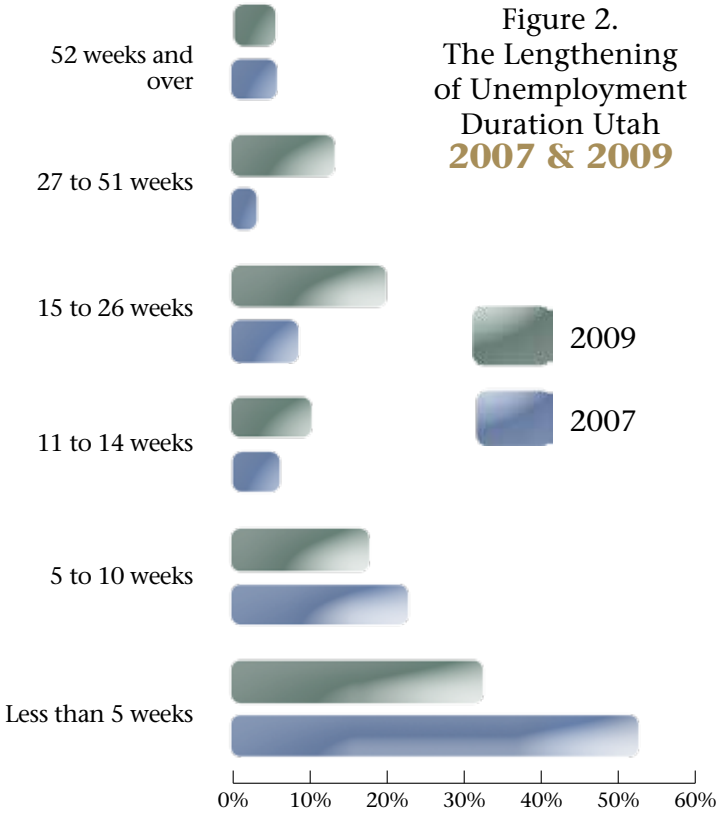


Figure 2.
The Lengthening of Unemployment Duration Utah
2007 & 2009

Source: Current Population Survey, U.S. Census Bureau and the Bureau of Labor Statistics.

Utah job seekers are experiencing shorter spells of unemployment, on average, as compared to the nation.

the other. Because the effects of the recession have varied across industries, women have found relatively more employment opportunities than men.

UTAH THROUGH THE PERSPECTIVE OF UNEMPLOYMENT DURATION

Although unemployment duration has increased during the recession, job seekers in Utah are experiencing shorter spells of unemployment, on average, as compared to the nation. While unemployed men and women in Utah endure shorter periods of unemployment as compared to the U.S. averages, unemployment duration for Utah's women is considerably lower than for Utah's men.

If the traditionally male-dominated industries continue to contract and the female-dominated industries continue to expand, we may see more men enter industries that have traditionally been dominated by women.

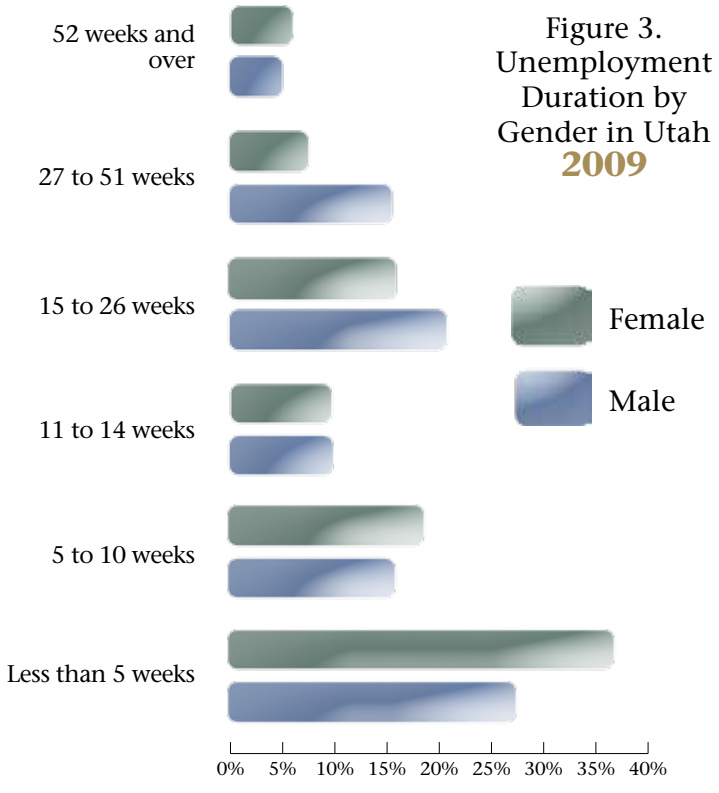


Figure 3.
Unemployment Duration by Gender in Utah
2009

Source: Current Population Survey, U.S. Census Bureau and the Bureau of Labor Statistics.

Watching the Great Recession DENT the Economy

Over time, the economy tends to establish patterns. One way of characterizing an economic shock, like a recession, is that it can disrupt or "dent" the normal historical patterns (patterns that show up best when graphed).

Therefore, something as heavy-handed as the Great Recession should produce noticeable dents in Utah's historical economic patterns. Take, for example, the profile by age groups of people separated from jobs. There are constant hiring and separations within the economy—a constant churn in the labor market. This is promoted by either the nature of some industries, or the nature of some individuals. One must remove this "frivolous turnover" that constantly occurs in the economy and get down to the more stable aspect of the labor force to evaluate the detrimental impact of the recession upon labor. Therefore, we will narrow its effects upon only workers employed at least three calendar quarters with the same employer (labeled stable employment by the Census Bureau's LED program, our data source for this evaluation). This narrowing still leaves a very sizable chunk of the labor market for evaluation, as more than 80 percent of all employment meets this duration criterion.

Naturally, the youngest age group (16-to-24-year-olds) separates from jobs at the highest rate. It's just the nature of young workers and their initial quest for their perceived fit in the labor market. They account for roughly 33 to 35 percent of

all separations on a quarterly basis. This is followed closely by the 25-to-34-year-old age group, which makes up another 28 percent of separations. The remaining older age group falls substantially lower than these younger groups, with their separations being only 15 percent or less of all separations (per older age group).

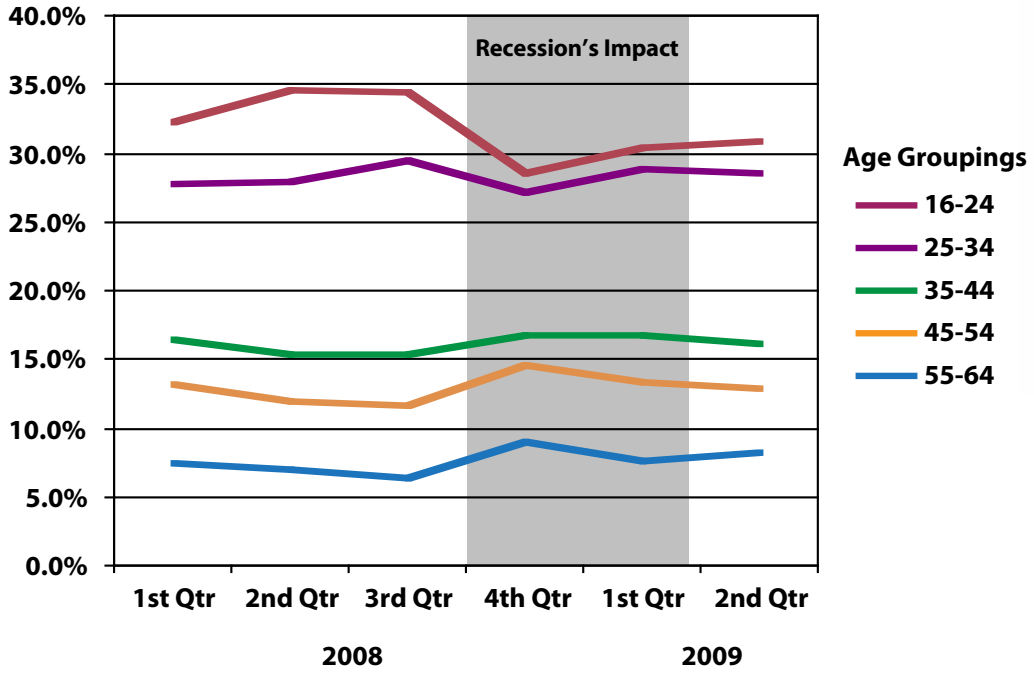
The graph illustrates these separation profiles. But the graph also shows a "dent" in the historical flow, particularly during the fourth quarter of 2008. The Great Recession will be characterized by sizeable job losses. The greatest window of job loss was during the fourth quarter of 2008 and the first quarter of 2009. Workers across all age groups were involuntarily separated from jobs. But something as powerful as the Great Recession bit beyond the normal pattern. Although older workers remained at the lowest levels of layoff activity, the older group's percentage of all separations increased across those two quarters. This reiterates that the recession dug deep—beyond the norm. Even older, more established workers were not beyond the job-loss impact of this downturn. This is getting into the more tenured and experienced workers—the ones who generally form the core foundation of a business' labor force. After those two quarters the graph suggests the separation percentages reverted back to their historical ranges. But the two strong job loss quarters of the Great Recession—particularly the fourth quarter of 2008—were quarters where the historical ranges were altered.

Industries particularly affected at that time and deviating from their norms (with increases in older age-group separations) include transportation, education, real estate, construction, and the financial sector.

Percent of Long-Term*

JOB SEPARATIONS

by Calendar Quarter by Age Group: Utah



Source: U.S. Census Bureau, LED data.

** Long-term defined as employed with the same employer for at least three consecutive calendar quarters. Separations include voluntary and involuntary.*

Telemarketers:
Not for the Faint of Heart

Telemarketers: Look up this occupation on the Internet and some very negative responses appear: "how to fight off telemarketers," "pranks to play," "give a telemarketer a RUDE AWAKENING," "you can be a telemarketer's WORST NIGHTMARE!" Sounds as if it's us against them and their telephone calls trying to get us to buy what they're selling.

These responses and their underlying animosity would definitely make any job-seeker think twice about taking such a job. However, many people (about 10,000 in Utah) are gainfully employed and happily or unhappily performing the duties of a telemarketer. Telemarketer, as defined in the Standard Occupational Classification Manual, is one who solicits donations or orders for goods or services over the telephone.

While much of the dialogue heard from a telemarketer is scripted and there is little adlib, some are quite successful in persuading the public to purchase a good or service, vote for a candidate, or make a donation to a cause. If telemarketers were not successful in their endeavors there would be far fewer of them. To persuade the listener, the telemarketer must convey the information effectively while giving full attention to what the listener is saying. Being aware of the listener's reactions, countering their objections and ultimately making a "sale" are not easy to do.

Many phone calls result in unpleasant, angry, or discourteous people who are bothered by a call made at an inappropriate time or the call's goal of selling them something deemed unnecessary, or a mere hang-up in the middle of a sales pitch. All the while, the telemarketer must exhibit a professional approach and many persuasive ones will be able to make a sale in spite of the listener's anger or objections.

Employees in telemarketer positions are trained on the job and usually need a few months to one year of working with experienced employees. Telemarketing is not for everyone but for many it provides a living and a challenge, worst nightmares and rude awakenings aside.

State and National Trends for Telemarketers

United States	Employment		Percent Change	Job Openings[1]
	2008	2018		
Telemarketers	341,600	303,800	-11%	8,590
Utah	**Employment**		**Percent Change**	**Job Openings[1]**
	2006	2016		
Telemarketers	9,140	9,600	+5%	370

Job Openings refers to the average annual job openings due to growth and net replacement.[1]

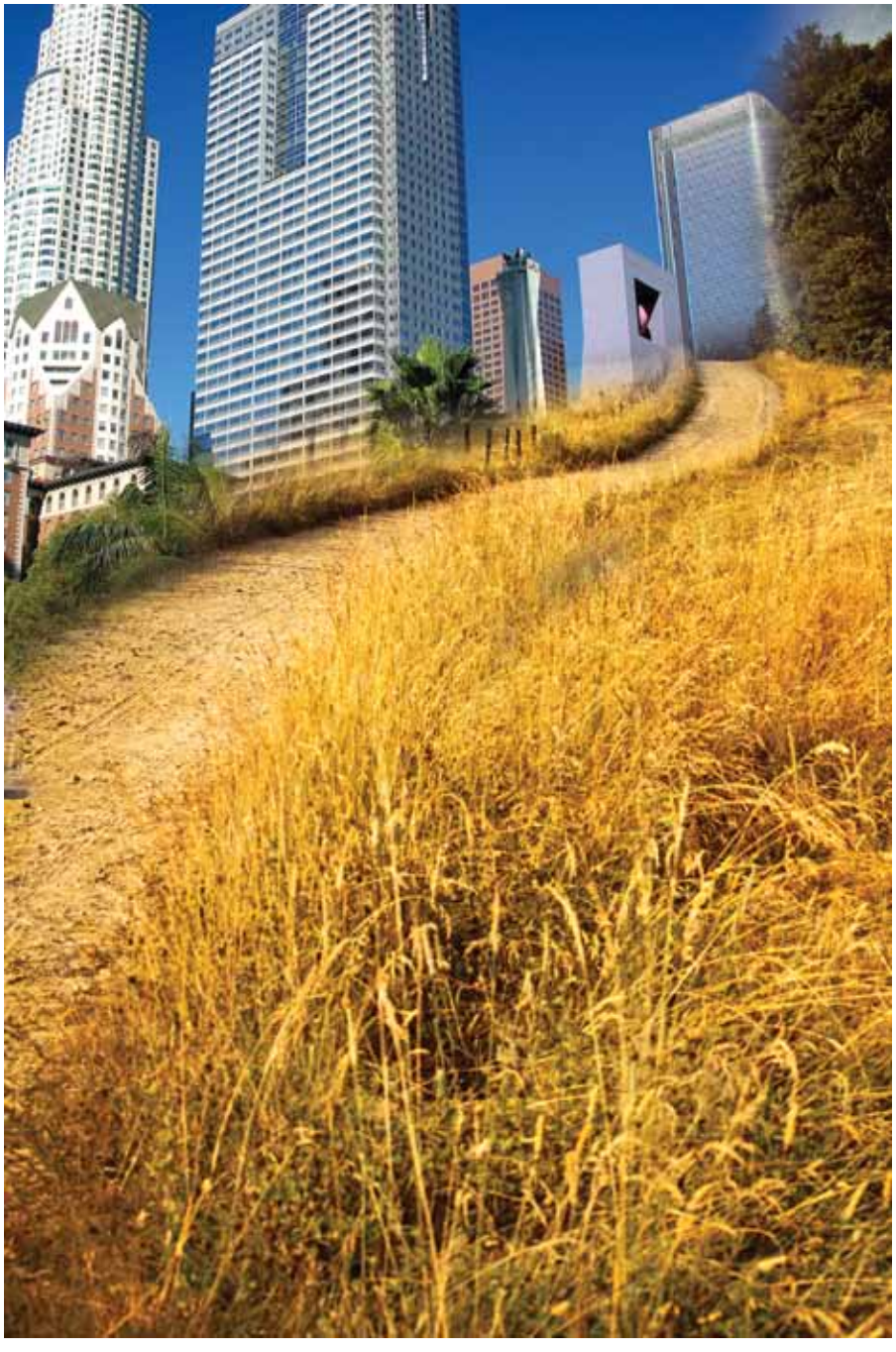
Location	Pay Period	2009				
		10%	25%	Median	75%	90%
United States	Hourly	$7.58	$8.58	$10.49	$13.71	$18.11
	Yearly	$15,800	$17,800	$21,800	$28,500	$37,700
Utah	Hourly	$7.94	$8.95	$10.65	$12.75	$14.63
	Yearly	$16,500	$18,600	$22,200	$26,500	$30,400

Source: Utah Department of Workforce Services.

Other resources:

- Standard Occupational Classification Manual, 2010
- bls.gov
- jobs.utah.gov

THE RURAL RESISTANCE
to the Great Recession



The Great Recession has undoubtedly been the most severe economic downturn the U.S. has experienced since the Great Depression. Yet, the effects of the recession have varied across states, counties, industries, and occupations. State unemployment rates range anywhere from 3.6 percent to 14.3 percent. Some industries have suffered massive job losses while other industries have exhibited relatively strong growth.

Given the varying effects of the recession, how are Utah's rural counties doing as compared to the urban counties? Are the same industries responsible for most of the job losses in both urban and rural counties? As we will see, the recession has impacted rural and urban counties in different ways.

Comparing Job Losses in Rural and Urban Counties

The rural/urban distinction is based on the Office of Management and Budget's definitions of three types of counties: metropolitan, micropolitan, and neither. The "neither" category encompasses those counties that are commonly considered rural. All of Utah's 29 counties are classified according to this definition in the table.

In answer to our first question, rural counties are doing comparatively better than urban counties. Rural counties had the smallest percentage decline in employment, on average, between 2007 and 2009, as shown in Figure 1. However, since rural counties accounted for only 4.1 percent of Utah's total employment in 2009, they had little effect on improving the statewide percentage of job losses. With 90.6 percent

of all employment found in the metropolitan counties, it is no surprise that the job losses are roughly the same as those statewide. The counties suffering the worst employment declines, on average, are the intermediate-sized micropolitan counties.

The Hardest-Hit Rural Industries

The construction and manufacturing industries suffered the largest job losses statewide from 2007 to 2009. Over 47,500 jobs were lost in these two industries, accounting for 43 percent of all job losses in Utah. The story was no different for rural counties. As Figure 2 reveals, manufacturing and construction top the list for job losses.

The next three industries are where the differences lie between rural and urban industrial job losses. While the other services and real estate, rental, and leasing industries experienced downturns across the state, the job losses were comparatively more severe in rural counties. Interestingly, the arts, entertainment, and recreation industry experienced the third largest decline in employment in rural counties, but it actually grew by 0.6 percent statewide from 2007 to 2009.

A Rural Rebound?

Although most people would not say that job losses are good, relatively speaking, the rural counties of Utah are doing well compared to the rest of the state. In fact, several undaunted rural counties have actually exhibited employment growth as of the first quarter of 2010. If the rural counties have a secret formula for employment growth, maybe they could be so kind as to share it with their urban neighbors.

FIGURE 1.
The Percentage
DECLINE
in Total Employment
Among Rural and Urban Counties
2007-2009

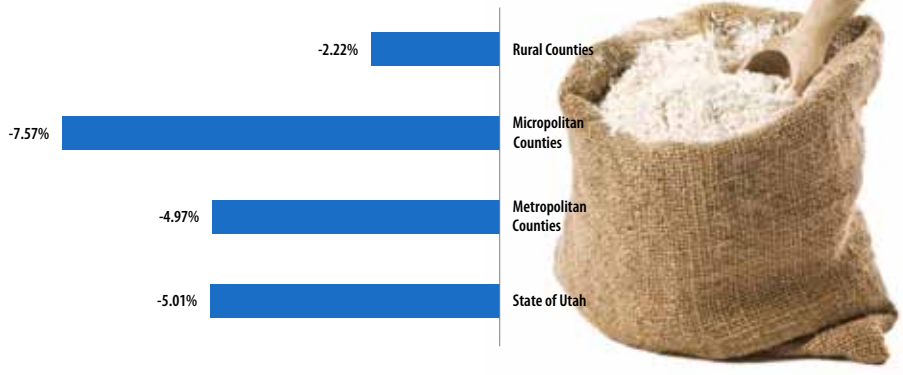
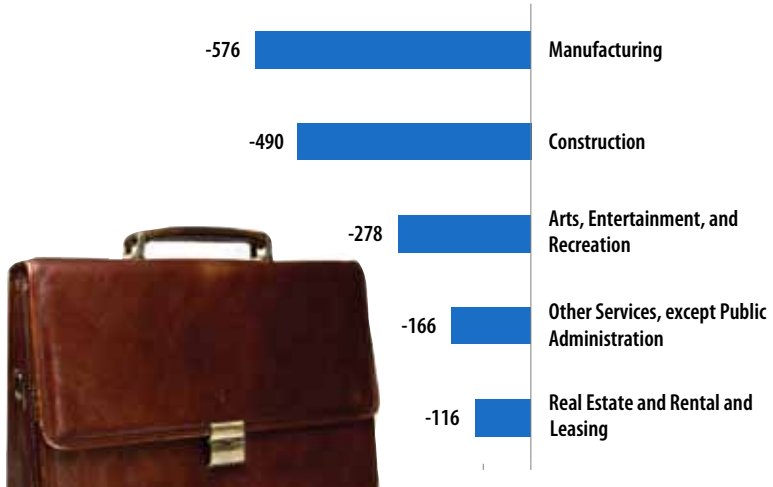


FIGURE 2.
Five Rural Industries with the Largest
JOB LOSSES
2007-2009



Source: Utah Department of Workforce Services

Metropolitan Counties	**Cache, Davis, Juab, Morgan, Salt Lake, Summit, Tooele, Utah, Washington, and Weber Counties**
Micropolitan Counties	**Box Elder, Carbon, Iron, Uintah, and Wasatch Counties**
Rural Counties	**Beaver, Daggett, Duchesne, Emery, Garfield, Grand, Kane, Millard, Piute, Rich, San Juan, Sanpete, Sevier, and Wayne Counties**

Get Paid

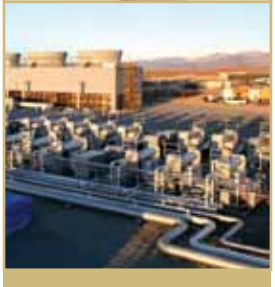
to Train Your Best Employee!

When you hire a qualified person with a disability through Vocational Rehabilitation (VR), you get a reliable employee AND get training costs paid!

On-the-Job Training (OJT) provides employers the opportunity to train job-qualified individuals in the specific skills needed for your business while receiving a subsidy to offset your cost in providing that training. Businesses can also earn federal tax credits and payments.

Vocational rehabilitation counselors can help match the most qualified applicant to positions and follow through with supports and accommodations.

To learn more about hiring and the OJT Program, contact your local Vocational Rehabilitation office at www.usor.utah.gov/contact or call (800) 473-7530 toll free.



Utah Renewable ENERGY Business Summit

Prepare for Utah's emerging opportunities

Come learn the resources that are available for wind, solar, geothermal and energy efficiency businesses in Utah. Whether you are an established business looking to grow, a new business looking to get started, a service provider or a manufacturer seeking to connect with industry, this summit will provide information that will help you find that perfect opportunity in Utah!

Business, academic and nonprofit leaders, manufacturers, community officials and entrepreneurs should attend this summit to become educated about opportunities to grow in the renewable energy and energy-efficiency industries. Industry experts from the public, private, and non-profit sectors will give customized presentations, lead discussions, and network with summit attendees.

The summit is a full day event with registration running from 7:30 AM to 8:30 AM, keynote address at 8:30 AM and general session beginning at 9:00 AM. After lunch the afternoon will be filled with nearly a dozen breakout sessions targeted to satisfying all. Both the morning and afternoon sessions will include networking opportunities. The whole event will wrap up at approximately 5:00 PM.

The summit is the place for business leaders and decision makers to prepare for Utah's emerging opportunities in the renewable energy industry. A few of the sessions you will enjoy:

Wind Component Manufacturing	Workforce Development & Incentives	Regulatory Environment	Find the Perfect Investor
Market opportunities, anatomy of a wind turbine and structure of the supply chain	Finding energy savvy trained employees, state incentives for expanding businesses and understanding Utah's current place in the market	Entering the markets of solar, geothermal and energy efficiency, advantages and barriers	Emerging companies learn how to: sharpen your business plan, find investors and go after the perfect target markets

NOVEMBER 15
8:30 am
to 5:00 pm

Salt Lake Community College

Larry H. Miller Campus
9750 S. 300 W.
Sandy, UT
84070

Registration:
$65

For more information please visit our website:

http://business.utah.gov/targeted-industries-energy/
or contact Samantha Mary Julian at 801-538-8746 or sjulian@utah.gov

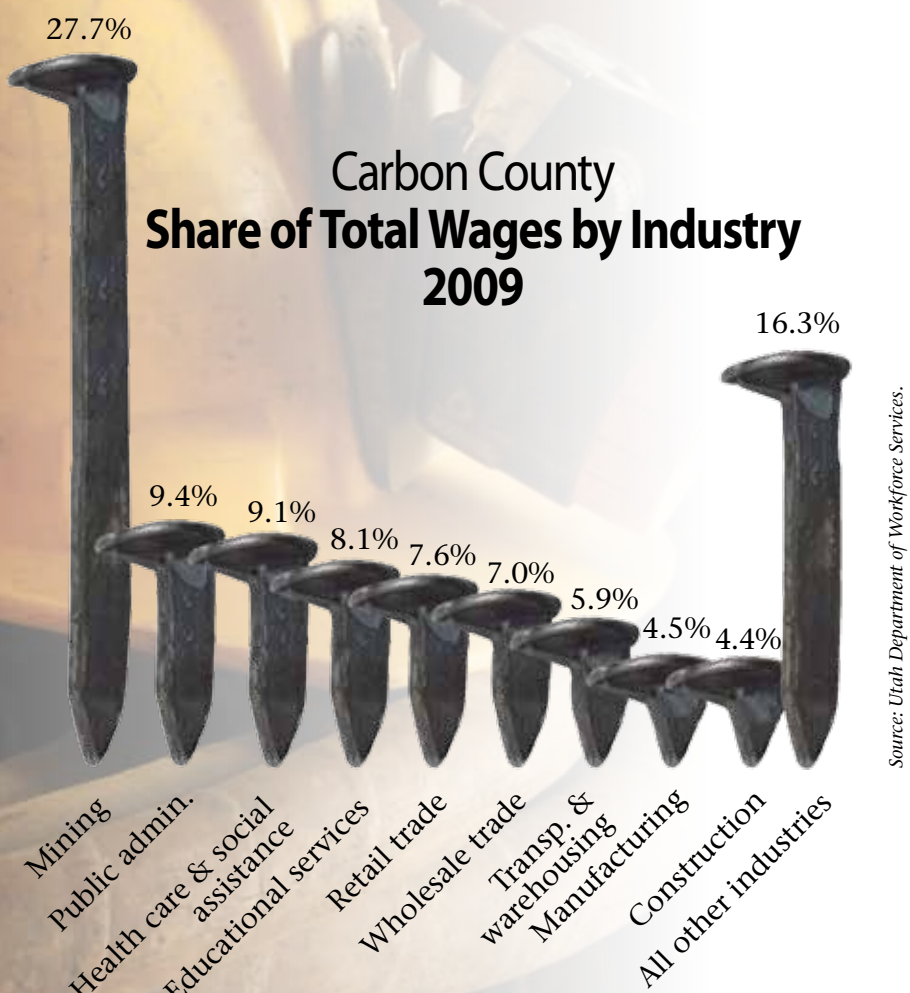
**Governor's Office of Economic Development*

Carbon County

The development of coal mining in the Castle County region was spurred by the building of a railway to link Salt Lake City and Denver during the 1880s. Carbon County was born from the coal mining industry in 1894. Ever since, mining has been the driving force behind its economy.

Mining's importance to Carbon County is best understood by looking at its shares of employment and wages for 2009. Coal mining jobs made up 10.5 percent of the county's total employment. If the 3 percent of employment found in both the oil and gas and the mining support industries is included, the mining sector accounted for 13.5 percent of total employment, the largest sector in the county.

Even more impressive are the wages generated by mining. As seen in the graph, the mining industry accounted for 27.7 percent of all wages paid in 2009. The graph also reveals the importance of the public administration, healthcare, and education industries. Together, these three industries generated another 26.6 percent of Carbon County's total wages.



Source: Utah Department of Workforce Services.

just the facts..

August 2010 Unemployment Rates		Changes From Last Year	
Utah Unemployment Rate	7.4 %	Up	0.6 points
U.S. Unemployment Rate	9.6 %	Down	0.1 points
Utah Nonfarm Jobs (000s)	1,193.4	Up	1.6 %
U.S. Nonfarm Jobs (000s)	130,149.0	Up	0.2 %
August 2010 Consumer Price Index Rates			
U.S. Consumer Price Index	218.3	Up	1.1%
U.S. Producer Price Index	179.6	Up	3.1%

Source: Utah Department of Workforce Services

August 2010 Seasonally Adjusted Unemployment Rates

Beaver	9.3 %
Box Elder	8.8 %
Cache	5.6 %
Carbon	7.4 %
Daggett	6.7 %
Davis	6.9 %
Duchesne	7.1 %
Emery	7.7 %
Garfield	10.8 %
Grand	10.8 %
Iron	9.2 %
Juab	10.0 %
Kane	7.8 %
Millard	6.3 %
Morgan	7.3 %
Piute	7.1 %
Rich	5.8 %
Salt Lake	7.3 %
San Juan	12.9 %
Sanpete	9.0 %
Sevier	8.0 %
Summit	7.2 %
Tooele	7.9 %
Uintah	6.5 %
Utah	7.6 %
Wasatch	9.0 %
Washington	9.6 %
Wayne	9.8 %
Weber	8.4 %

Watch for these features in our

Next Issue:

Theme:
A Look Forward

County Highlight:
Cache

Occupation:
Imaging Technician

Utah Department of Workforce Services
Workforce Research and Analysis Division
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Salt Lake City, UT 84111

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